

City of San Diego
M E M O R A N D U M

DATE: July 10, 2003

TO: Honorable Mayor and City Council

FROM: Michael T. Uberuaga, City Manager

SUBJECT: Status of the Selection Process for the New Police Chief

This memorandum is to inform you that we have concluded the national recruitment process for Police Chief using the professional executive search firm Maximus, Inc. After reviewing the overall qualifications of the candidates, we have screened these submittals and have selected the top applicants for further consideration. These candidates are currently being scheduled for interviews.

In addition, Assistant City Manager Lamont Ewell and I are currently attending 15 meetings that represent a cross-section of the community to inform them of our ongoing recruitment process and to solicit input about the key characteristics and professional qualities the next Police Chief must have. In these forums, which include town councils, community planning groups, and organizations representing a variety of community interests, we are also asking for input on any critical policing issues facing San Diego that must be addressed currently and in the future.

To provide Police Department employees with an opportunity to give feedback on the characteristics and qualities required of the new Police Chief, meetings have also been held with the department staff, both sworn and civilian. Information was also solicited regarding critical internal issues or concerns that need to be addressed by the next Chief, and additional meetings have been held with the labor unions.

As indicated in my April 11, 2003 memorandum, we are utilizing an oral interview panel comprised of individuals representing a cross-section of the community, law enforcement, and other professionals. The panel will interview the top candidates resulting from our national recruitment and will recommend candidates for my consideration. Please find attached the list of individuals selected for this oral interview panel.

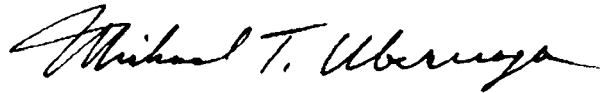
Assistant City Manager Lamont Ewell and I will interview all candidates being interviewed by the oral board. All interviews should be concluded by July 21, and I will submit the Police Chief designate to the City Council for consideration of the confirmation by the end of July.

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If you have any questions regarding the selection process, please contact me.

A handwritten signature in black ink, reading "Michael T. Uberuaga". The signature is fluid and cursive, with the first name "Michael" being more prominent and the last name "Uberuaga" following in a similar style.

Michael T. Uberuaga

City Manager

MTU/js

Attachment

cc: P. Lamont Ewell, Assistant City Manager
Alex Ruiz, Labor Relations Manager
Stan Griffith, Assistant Deputy Director